#### Associate Degree Nursing End-of-Program Student Learning Outcomes

Human Flourishing: Advocate for patients and families in ways that promote their self-determination, integrity and ongoing growth as human beings (NLN, 2010).

**Patient-Centered Care:** Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on respect for patient's preferences, values, and needs (QSEN, 2012).

**Nursing Judgement:** Make judgments in practice, substantiated with evidence, that integrate nursing science in the provision of safe, quality care and promote the health of patients within a family and community context (NLN, 2010).

**Informatics:** Use information and technology to communicate, manage knowledge, mitigate error, and support decision making (QSEN, 2012).

Safety: Minimize risk of harm to patients and providers through both system effectiveness and individual performance (QSEN, 2012).

**Professional Identity:** Implement one's role as a nurse in ways that reflect integrity, responsibility, ethical practices, and an evolving identity as a nurse committed to evidence-based practice, caring, advocacy, and safe, quality care for diverse patients within a family and community context (NLN, 2010).

**Teamwork and Collaboration:** Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision-making to achieve quality patient care (QSEN, 2012).

**Spirit of Inquiry:** Examine the evidence that underlies clinical nursing practice to challenge the status quo, question underlying assumptions, and offer new insights to improve the quality of care for patients, families, and communities (NLN, 2010).

**Quality Improvement:** Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems (QSEN, 2012).

**Evidence-Based Practice:** Integrate best evidence-based practice with clinical expertise, patient/family preferences, and values for delivery of optimal health care (QSEN, 2012).

#### Associate Degree Nursing Programs: Traditional & Mobility

		HUMAN FLOURISHING	
ADN: Advocate	for patients and families in ways that pr	omote their self-determination, integrity, an	d ongoing growth as human beings (NLN,
		2010).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)
NUR 221	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:
Clinical	of satisfactory on all behaviors of the	December	2020: 100%
<b>Evaluation Tool</b>	human flourishing category on the	Data Analysis & Action Plan: Odd years	2021: 100%
	NUR 221 Clinical Evaluation Tool	January through June	2022: 100%
ATI RN	The cohort average will be 65% or	Data Collection: Review of ATI	ADN RN Comprehensive Predictor
Comprehensive	higher on the subscale of the human	Analytics/Group Reports	Assessment:
Predictor	flourishing category of the ATI RN	May, August, and December	2020: 71.1%
Assessments	Comprehensive Predictor Proctored	Data Analysis & Action Plan: Odd years	2021: 65.25%
	Assessment	January through June	2020: 72.93%
ATI Concept	The cohort average will be 65% or	Data Collection: Review of ATI	ADN RN Concept Based Assessment
Based Level IV	higher on the subscale of the human	Analytics/Group Reports	Level IV:
Assessment	flourishing category of the ATI RN	May, August, and December	2020: 79.15%
	Concept Based Level IV Proctored	Data Analysis & Action Plan: Odd years	2021: 76.6%
	Assessment.	January through June	2022: 72.17%

	PATIENT-CENTERED CARE				
ADN: Recognize	ADN: Recognize the patient or designee as the source of control and full partner in providing compassionate and coordinated care based on				
Assessment	respect for patient's preferences, values, and needs (QSEN, 2012).				
Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)		
NUR 221	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:		
Clinical	of satisfactory on all behaviors of the	December	2020: 100%		
<b>Evaluation Tool</b>	patient-centered care category on the	Data Analysis & Action Plan: Odd years	2021: 100%		
	NUR 221 Clinical Evaluation Tool	January through June	2022: 100%		
ATI RN	The cohort average will be 65% or	Data Collection: Review of ATI	ADN RN Comprehensive Predictor		
Comprehensive	higher on the subscale of the patient-	Analytics/Group Reports May, August, and	Assessment:		
	centered care category of the ATI RN	December	2020: 73.25		

Predictor	Comprehensive Predictor Proctored	Data Analysis & Action Plan: Odd years	2021: 69.45%
Assessments	Assessment	January through June	2022: 74.33%
ATI Concept	The cohort average will be 65% or	Data Collection: Review of ATI	ADN Rn Concept Based Assessment
Based Level IV	higher on the subscale of the patient-	Analytics/Group Reports May, August, and	Level IV:
Assessment	centered care category of the ATI RN	December	2020: 76.7%
	Concept Based Level IV Proctored	Data Analysis & Action Plan: Odd years	2021: 72.85%
	Assessment.	January through June	2022: 76.67%

	NURSING JUDGMENT			
ADN: Make j	udgments in practice, substantiated with	n evidence, that integrate nursing science in t	he provision of safe, quality care and	
	promote the health of patie	ents within a family and community context (	NLN, 2010).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 221	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:	
Clinical	of satisfactory on all behaviors of the	December	2020: 100%	
<b>Evaluation Tool</b>	nursing judgment category on the	Data Analysis & Action Plan: Even years	2021:100%	
	NUR 221 Clinical Evaluation Tool	January, February, and March	2022: 100%	
ATI RN	The cohort average will be 65% or	Data Collection: Review of ATI	ADN ATI RN Comprehensive Predictor	
Comprehensive	higher on the subscale of the nursing	Analytics/Group Reports May, August, and	Assessment:	
Predictor	judgment category of the ATI RN	December	2020: 71.1%	
Assessments	Comprehensive Predictor Proctored	Data Analysis & Action Plan: Even years	2021: 70.15%	
	Assessment	January, February, and March	2022: 72.2%	
NUR 221	80% of students will achieve an 85%	Data Collection: May, August, and	NUR 221 Advanced Dosage Calculation	
Advanced	or higher on the first attempt of the	December	Examination:	
Dosage	Advanced Dosage Calculation Exam in	Data Analysis & Action Plan: Even years	2020: 86.8%	
Calculation	NUR 221	January, February, and March	2021: 97.9%	
Exam			2022: 85.3%	

	INFORMATICS			
ADN: Use inf	ADN: Use information and technology to communicate, manage knowledge, mitigate error, and support decision-making (QSEN, 2012).			
Assessment Method(s)*	Expected Level(s) of Achievement Data Collection & Analysis Frequency Results of Data Collection (Aggregate			
	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:	
	of satisfactory on all behaviors of the	December	2020: 100%	

NUR 221	informatics category on the NUR 221	Data Analysis and Action Plan: Even years	2021: 100%
Clinical	Clinical Evaluation Tool	in April, May, and June	2022: 100%
<b>Evaluation Tool</b>			
High Fidelity	80% of students will achieve a	Data Collection: May, August, and	High Fidelity Simulation Scenario:
Simulation	satisfactory score for their	December	2020:
Scenario	performance during the High-Fidelity	Data Analysis and Action Plan: Even years	2021:
	Simulation scenario	in April, May, and June	2022:
NUR 211	80% of students will achieve an above	Data Collection: May, August, and	Evidence-Based Practice Writing
Evidence-Based	average grade (a grade of 80% or	December	Assignment:
Practice Writing	higher) on the Evidence-Based	Data Analysis and Action Plan: Even years	2020: 88.1%
Assignment	Practice writing assignment in NUR	in April, May, and June	2021: 92.56%
	211		2022: 91.5%

	SAFETY			
ADN: Mini	mize risk of harm to patients and provide	rs through both system effectiveness and in	dividual performance (QSEN, 2012).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 221 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	ADN NUR 221 Clinical Evaluation Tool: 2020: 100%	
Evaluation Tool	safety category on the NUR 221 Clinical Evaluation Tool	Data Analysis and Action Plan: Even years in April, May, and June	2021: 100% 2022: 100%	
ATI RN	The cohort average will be 65% or	Data Collection: May, August, and	ADN ATI RN Comprehensive Predictor	
Comprehensive	higher on the subscale of the safety	December	Assessment:	
Predictor	category of the ATI RN Comprehensive	Data Analysis and Action Plan: Even years	2020: 74.0%	
Assessments	Predictor Proctored Assessment	in April, May, and June	2021: 74.55%	
			2022: 75.23%	
NUR 221	80% of students will achieve an 85%	Data Collection: May, August, and	NUR 221 Advanced Dosage Calculation	
Advanced	or higher on the first attempt of the	December	Exam:	
Dosage	Advanced Dosage Calculation Exam in	Data Analysis and Action Plan: Even years	2020: 86.8%	
Calculation	NUR 221	in April, May, and June	2021: 97.9%	
Exam			2022: 85.3%	

		PROFESSIONAL IDENTITY	
		flect integrity, responsibility, ethical practico y, and safe, quality care for diverse patients (NLN, 2010).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)
NUR 221 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	ADN NUR 221 Clinical Evaluation Tool: 2020: 100%
Evaluation Tool	professional identity category on the NUR 221 Clinical Evaluation Tool	Data Analysis and Action Plan: Odd years July through December	2021: 100% 2022: 100%
ATI RN Comprehensive	The cohort average will be 65% or higher on the subscale of the	Data Collection: May, August, and December	ADN ATI RN Comprehensive Predictor Assessment:
Predictor Assessments	professional identity category of the ATI RN Comprehensive Predictor Proctored Assessment	Data Analysis and Action Plan: Odd years July through December	2020: 75.55% 2021: 63.75% 2022: 70.3%
NUR 221 Philosophy of	80% of students will achieve an above average grade (a grade of 80% or	Data Collection: May, August, and December	NUR 221 Philosophy of Nursing Writing Assignment:
Nursing Writing Assignment	higher) on the Philosophy of Nursing writing assignment in NUR 221	Data Analysis and Action Plan: Odd years July through December	2020: 92.7% 2021: 84.9% 2020: 86.5%

	TEAMWORK & COLLABORATION			
ADN: Function effectively within nursing and inter-professional teams, fostering open communication, mutual respect, and shared decision- making to achieve quality patient care (QSEN, 2012).				
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 221 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	ADN NUR 221 Clinical Evaluation Tool: 2020: 100%	
Evaluation Tool	teamwork and collaboration category on the NUR 221 Clinical Evaluation Tool	Data Analysis and Action Plan: Odd years July through December	2021: 100% 2022: 100%	
ATI RN	The cohort average will be 65% or	Data Collection: May, August, and	ADN ATI RN Comprehensive Predictor	
Comprehensive	higher on the subscale of the	December	Assessment:	

Predictor	teamwork and collaboration category	Data Analysis and Action Plan: Odd years	2020: 77.6%
Assessments	of the ATI RN Comprehensive	July through December	2021: 64.25%
	Predictor Proctored Assessment		2022: 73.1%
High Fidelity	80% of students will achieve a	Data Collection: May, August, and	High Fidelity Simulation Scenario:
Simulation	satisfactory score for their	December	2022:
Scenario	performance during the High-Fidelity	Data Analysis and Action Plan: Odd years	
	Simulation scenario	July through December	

	SPIRIT OF INQUIRY			
ADN: Examine	the evidence that underlies clinical nursi	ing practice to challenge the status quo, que	stion underlying assumptions, and offer	
	new insights to improve the quali	ty of care for patients, families, and commu	nities (NLN, 2010).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 221	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:	
Clinical	of satisfactory on all behaviors of the	December	2020: 100%	
<b>Evaluation Tool</b>	spirit of inquiry category on the NUR	Data Analysis and Action Plan: Even years	2021: 100%	
	221 Clinical Evaluation Tool	July through December	2022: 100%	
ATI RN	The cohort average will be 65% or	Data Collection: May, August, and	ADN ATI RN Comprehensive Predictor	
Comprehensive	higher on the subscale of the spirit of	December	Assessment:	
Predictor	inquiry category of the ATI RN	Data Analysis and Action Plan: Even years	2020: 82.2%	
Assessments	Comprehensive Predictor Proctored	July through December	2021: 70.45%	
	Assessment		2022: 75.27%	
NUR 211	80% of students will achieve an above	Data Collection: May, August, and	NUR 211 Evidence-Based Practice	
Evidence-	average grade (a grade of 80% or	December	Writing Assignment:	
Based Practice	higher) on the Evidence-Based	Data Analysis and Action Plan: Even years	2020: 88.1%	
Writing	Practice writing assignment in NUR	July through December	2021: 92.6%	
Assignment	211		2022: 91.5%	

ADN: Use data to	QUALITY IMPROVEMENT ADN: Use data to monitor the outcomes of care processes and use improvement methods to design and test changes to continuously improve the quality and safety of health care systems (QSEN, 2012).				
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)		
NUR 221 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	ADN NUR 221 Clinical Evaluation Tool: 2020: 100%		
Evaluation Tool	quality improvement category on the NUR 221 Clinical Evaluation Tool	Data Analysis and Action Plan: Even years July through December	2021: 100% 2022: 100%		
Preceptorship Evaluation	100% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	NUR 221 Preceptorship Evaluation Form:		
Form	quality improvement category on the NUR 221 Preceptor Evaluation Tool	Data Analysis and Action Plan: Even years July through December	2020: 100% 2021: 100% 2022: 100%		
Clinical Paperwork	80% of students will achieve satisfaction on 2 or more clinical	Data Collection: May, August, and December	NUR 221 Clinical Paperwork (Graded Submissions):		
(Graded Submission)	paperwork assignments during the NUR 221 course	Data Analysis and Action Plan: Even years July through December	2022: 94.1%		

EVIDENCE-BASED PRACTICE ADN: Integrate best evidence-based practice with clinical expertise, patient/family preferences, and values for delivery of optimal health care (QSEN, 2012).				
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 221	80% of students will achieve a rating	Data Collection: May, August, and	ADN NUR 221 Clinical Evaluation Tool:	
Clinical	of satisfactory on all behaviors of the	December	2020: 100%	
<b>Evaluation Tool</b>	evidence-based practice category on	Data Analysis and Action Plan: Even years	2021: 100%	
	the NUR 221 Clinical Evaluation Tool	July through December	2022: 100%	
ATI Concept	The cohort average will be 65% or	Data Collection: May, August, and	ATI CBC Assessment Level IV	
Based Level IV	higher on the subscale of the	December	Assessment:	
Assessment	evidence-based practice category of	Data Analysis and Action Plan: Even years	2020: 68.75%	
	the ATI CBC Assessment Level IV	July through December	2021: 65.8%	
	Proctored Assessment		2022: 67.8%	

NUR 211	80% of students will achieve an above	Data Collection: May, August, and	NUR 211 Evidence-Based Writing
Evidence-Based	average grade (a grade of 80 or	December	Assignment:
Practice Writing	higher) on the Evidence-Based	Data Analysis and Action Plan: Even years	2020: 88.1%
Assignment	Practice writing assignment in NUR	July through December	2021: 92.56%
	211		2022: 91.5%

#### Practical Nursing Programs End-of-Program Student Learning Outcomes

Human Flourishing: Promote the human dignity, integrity, self-determination, and personal growth of patients, oneself, and members of the health care team (NLN, 2010).

**Patient-Centered Care:** Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of patients and families (QSEN, 2012).

**Nursing Judgement:** Provide a rationale for judgments used in the provision of a safe, quality care and for decisions that promote the health of patients within a family context (NLN, 2010).

**Informatics:** Incorporate information and technology within own scope of practice to support safe processes of care (QSEN, 2012). **Safety:** Demonstrate the effective use of strategies to reduce risk of harm to self or others (QSEN, 2012).

**Professional Identity:** Demonstrate awareness of good practice, boundaries of practice, and professional identity formation including knowledge and attitudes derived from self-understanding and empathy, ethical questions and choices that are gleaned from a situation, awareness of patient needs, and other contextual knowing (NLN, 2010).

Teamwork and Collaboration: Function competently within own scope of practice as a member of the health care team (QSEN, 2012).

**Spirit of Inquiry:** By collaborating with health care team members, utilize evidence, tradition, and patient preferences in predictable patient care situations to promote optimal health status (NLN, 2010).

**Quality Improvement:** Utilize various sources of information to review outcomes of identifying potential areas for improvement of the quality and safety of care (QSEN, 2012).

Evidence-Based Practice: Implement evidence-based practice in the provision of individualized health care (QSEN, 2012).

		HUMAN FLOURISHING		
PN: Promote the human dignity, integrity, self-determination, and personal growth of patients, oneself, and members of the health care team (NLN,2010).				
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December	ATI PN Comprehensive Predictor Assessment:	
Evaluation Tool	human flourishing category on the NUR 114 Clinical Evaluation Tool	Data Analysis & Action Plan: Odd years January through June	2020: 73.2% 2021: 77.1% 2022: 73.6%	
ATI PN Comprehensive Predictor	The cohort average will be 65% or higher on the subscale of the human flourishing category of the ATI PN	Data Collection: Review of ATI Analytics/Group Reports May, August, and December	ATI PN Capstone Comprehensive B Assessment – Independent PN Program Only:	
Assessments	Comprehensive Predictor Proctored Assessment	Data Analysis & Action Plan: Odd years January through June	2020: Program not yet started 2021: Program not yet started 2022: 65.5%	
ATI PN Capstone Comprehensive B Assessment	The cohort average will be 65% or higher on the subscale of the human flourishing category of the ATI PN Capstone Comprehensive B Proctored	Data Collection: Review of ATI Analytics/Group Reports May, August, and December Data Analysis & Action Plan: Odd	NUR 114 Clinical Evaluation Tool: 2020: 100% 2021: 100% 2022: 100%	
2	Assessment	years January through June		

	PATIENT-CENTERED CARE			
PN: Advocate fo	PN: Advocate for the patient and family in the provision of compassionate and coordinated care to support the health, safety, and well-being of			
	pati	ents and families (QSEN, 2012).		
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating of	Data Collection: May, August, and	ATI PN Management Assessment:	
Clinical	satisfactory on all behaviors of the	December	2020: 89.0%	
Evaluation	patient-centered care category on the	Data Analysis & Action Plan: Odd	2021: 60.2%	
Tool	NUR 114 Clinical Evaluation Tool	years January through June	2022: 73.0%	
ATI PN	The cohort average will be 65% or	Data Collection: Review of ATI	ATI PN Comprehensive Predictor	
Management	higher on the subscale of the patient-	Analytics/Group Reports May, August,	Assessment:	
Assessment		and December	2020: 73.3%	

	centered care category of the ATI PN	Data Analysis & Action Plan: Odd	2021: 78.7%
	Management Proctored Assessment	years January through June	2022: 73.2%
ATI PN	The cohort average will be 65% or	Data Collection: Review of ATI	NUR 114 Clinical Evaluation Tool:
Comprehensiv	higher on the subscale of the patient-	Analytics/Group Reports May, August,	2020: 100%
e Predictor	centered care category of the ATI PN	and December	2021: 100%
Assessments	Comprehensive Predictor Proctored	Data Analysis & Action Plan: Odd	2022: 100%
	Assessment	years January through June	

	NURSING JUDGMENT				
PN: Provide a	PN: Provide a rationale for judgments used in the provision of safe, quality care and for decisions that promote the health of patients within a				
		family context (NLN, 2010).	1		
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)		
NUR 114 Clinical	80% of students will achieve a rating of satisfactory on all behaviors of the	Data Collection: May, August, and December with end-of-course reports	NUR 114 Clinical Evaluation Tool: 2020: 100%		
Evaluation Tool	nursing judgment category on the NUR 114 Clinical Evaluation Tool	Data Analysis & Action Plan: Even years January, February, and March	2021: 100% 2022: 100%		
ATI PN Management Assessment	The cohort average will be 65% or higher on the subscale of the nursing judgment category of the ATI PN Management Proctored Assessment	Data Collection: Review of ATI Analytics/Group Reports May, August, and December with end-of-course reports Data Analysis & Action Plan: Even years January, February, and March	ATI PN Management Assessment: 2020: 82.0% 2021: 56.9% 2022: 65.8%		
NUR 114 Dosage Calculation Exam	80% of students will achieve an 85% or higher on the first attempt of the Dosage Calculation Exam in NUR 114	Data Collection: May, August, and December with end-of-course reports Data Analysis & Action Plan: Even years January, February, and March	NUR 114 Dosage Calculation Assessment: 2020: 94.6% 2021: 91.3% 2022: 94.1%		

	INFORMATICS			
	PN: Demonstrate the effective use of	f strategies to reduce risk of harm to self	or others (QSEN, 2012).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating of	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:	
Clinical	satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%	
Evaluation	informatics category on the NUR 114	Data Analysis and Action Plan: Even	2021: 100%	
Tool	Clinical Evaluation Tool	years in April, May, and June	2022: 100%	
High Fidelity	80% of students will achieve a	Data Collection: May, August, and	High Fidelity Simulation Scenario:	
Simulation	satisfactory score for their performance	December with end-of-course reports	2020:	
Scenario	during the High-Fidelity Simulation	Data Analysis and Action Plan: Even	2021:	
	scenario	years in April, May, and June	2022:	
Nur 115	80% of students will achieve an above	Data Collection: May, August, and	NUR 115 Scope of Practice Assignment:	
Scope of	average grade (a grade of 80% or	December with end-of-course reports	2020: 99.1%	
Practice	higher) on the Scope of Practice	Data Analysis and Action Plan: Even	2021: 100%	
Assignment	Assignment in NUR 115	years in April, May, and June	2022: 92.5%	

	SAFETY			
	PN: Demonstrate the effective use of	of strategies to reduce risk of harm to self	or others (QSEN, 2012).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating of	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:	
Clinical	satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%	
Evaluation	safety category on the NUR 114 Clinical	Data Analysis and Action Plan: Even	2021: 100%	
Tool	Evaluation Tool	years in April, May, and June	2022: 100%	
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Management Assessment:	
Management	higher on the subscale of the safety	December with end-of-course reports	2020: 80.8%	
Assessment	category of the ATI PN Management	Data Analysis and Action Plan: Even	2021: 68.2%	
	Proctored Assessment	years in April, May, and June	2022: 68.5%	
NUR 114	80% of students will achieve an 85% or	Data Collection: May, August, and	NUR 114 Dosage Calculation Exam:	
Dosage	higher on the first attempt of the	December with end-of-course reports	2020: 94.6%	
Calculation	Dosage Calculation Exam in NUR 114	Data Analysis and Action Plan: Even	2021: 91.3%	
Exam		years in April, May, and June	2022: 94.1%	

	PROFESSIONAL IDENTITY				
	PN: Demonstrate awareness of good practice, boundaries of practice, and professional identity formation including knowledge and attitudes				
derived from se	• • •	er contextual knowledge (NLN, 2010).	om a situation, awareness of patient needs,		
Assessment		el contextual knowledge (NLN, 2010).			
Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)		
NUR 114	80% of students will achieve a rating	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:		
Clinical	of satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%		
<b>Evaluation Tool</b>	professional identity category on the	Data Analysis and Action Plan: Odd	2021: 100%		
	NUR 114 Clinical Evaluation Tool	years July through December	2022: 100%		
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Management Assessment:		
Management	higher on the subscale of the	December with end-of-course reports	2020: 80.9%		
Assessment	professional identity category of the	Data Analysis and Action Plan: Odd	2021: 67.3%		
	ATI PN Management Proctored	years July through December	2022: 66.3%		
	Assessment				
Nur 115 Scope	80% of students will achieve an	Data Collection: May, August, and	NUR 115 Scope of Practice Assignment:		
of Practice	above average grade (a grade of 80%	December with end-of-course reports	2020: 99.1%		
Assignment	or higher) on the Scope of Practice	Data Analysis and Action Plan: Odd	2021: 100%		
	Assignment in NUR 115	years July through December	2022: 92.5%		

	TEAMWORK & COLLABORATION			
	PN: Function competently within own	scope of practice as a member of the hea	Ith care team (QSEN, 2012).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:	
Clinical	of satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%	
<b>Evaluation Tool</b>	teamwork and collaboration category	Data Analysis and Action Plan: Odd	2021: 100%	
	on the NUR 114 Clinical Evaluation	years July through December	2022: 100%	
	Tool			
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Comprehensive Predictor	
Comprehensive	higher on the subscale of the	December with end-of-course reports	Assessment:	
Predictor	teamwork and collaboration category	Data Analysis and Action Plan: Odd	2020: 76.6%	
Assessments	of the ATI PN Comprehensive	years July through December	2021: 73.2%	
	Predictor Proctored Assessment		2022: 76.5%	

NUR 115	80% of students will achieve an	Data Collection: May, August, and	NUR 115 Scope of Practice Assignment:
Scope of	above average grade (a grade of 80%	December with end-of-course reports	2020: 99.1%
Practice	or higher) on the Scope of Practice	Data Analysis and Action Plan: Odd	2021: 100%
Assignment	Assignment in NUR 115	years July through December	2022: 92.5%

	SPIRIT OF INQUIRY			
(PN): Utilize ev	idence, tradition, and patient preferences	in predictable patient care situations to	promote optimal health status (NLN, 2010).	
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating of	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:	
Clinical	satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%	
Evaluation	spirit of inquiry category on the NUR	Data Analysis and Action Plan: Even	2021: 100%	
Tool	114 Clinical Evaluation Tool	years July through December	2022: 100%	
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Comprehensive Predictor	
Comprehensiv	higher on the subscale of the spirit of	December with end-of-course reports	Assessment:	
e Predictor	inquiry category of the ATI PN	Data Analysis and Action Plan: Even	2020: 73.3%	
Assessments	Comprehensive Predictor Proctored	years July through December	2021: 77.6%	
	Assessment		2022: 73.0%	
NUR 115	80% of students will achieve an above	Data Collection: May, August, and	NUR 115 Community Resource Assessment:	
Community	average grade (a grade of 80% or	December with end-of-course reports	2020: 99.1%	
Resource	higher) on the Community Resource	Data Analysis and Action Plan: Even	2021: 98.9%	
Assignment	Assignment in NUR 115	years July through December	2022: 98.7%	

	QUALITY IMPROVEMENT				
PN: Utilize vari	PN: Utilize various sources of information to review outcomes of care identifying potential areas for improvement of the quality and safety of				
Assessment	care (QSEN, 2012).   Assessment   Data Collection & Analysis				
Method(s)*	Expected Level(s) of Achievement	Frequency	Results of Data Collection (Aggregate)		
NUR 114	80% of students will achieve a rating of	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:		
Clinical	satisfactory on all behaviors of the	December with end-of-course	2020: 100%		
Evaluation	quality improvement category on the	reports	2021: 100%		
Tool	NUR 114 Clinical Evaluation Tool	Data Analysis and Action Plan: Even	2022: 100%		
		years July through December			

ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	2020: 79.2%
Management	higher on the subscale of the quality	December with end-of-course	2021: 85.2%
Assessment	improvement category of the ATI PN	reports	2022: 69.5%
	Management Proctored Assessment	Data Analysis and Action Plan: Even	
		years July through December	
Clinical	80% of students will achieve	Data Collection: May, August, and	NUR 114 Clinical Paperwork (Graded
Paperwork	satisfaction on 2 or more clinical	December with end-of-course	Submission)
(Graded	paperwork assignments during the NUR	reports	2022: 100%
Submission)	114 course	Data Analysis and Action Plan: Even	
		years July through December	

EVIDENCE-BASED PRACTICE				
PN: Implement evidence-based practice in the provision of individualized health care (QSEN, 2012).				
Assessment Method(s)*	Expected Level(s) of Achievement	Data Collection & Analysis Frequency	Results of Data Collection (Aggregate)	
NUR 114	80% of students will achieve a rating	Data Collection: May, August, and	NUR 114 Clinical Evaluation Tool:	
Clinical	of satisfactory on all behaviors of the	December with end-of-course reports	2020: 100%	
<b>Evaluation Tool</b>	evidence-based practice category on	Data Analysis and Action Plan: Even	2021: 100%	
	the NUR 114 Clinical Evaluation Tool	years July through December	2022: 100%	
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Comprehensive Predictor	
Comprehensive	higher on the subscale of the	December with end-of-course reports	Assessment:	
Predictor	evidence-based practice category of	Data Analysis and Action Plan: Even	2020: 70.7%	
Assessments	the ATI PN Comprehensive Predictor	years July through December	2021: 72.0%	
	Proctored Assessment		2022: 70.0%	
ATI PN	The cohort average will be 65% or	Data Collection: May, August, and	ATI PN Capstone Comprehensive	
Capstone	higher on the subscale of the	December with end-of-course reports	Assessment B Assessment – Independent PN	
Comprehensive	evidence-based practice category of	Data Analysis and Action Plan: Even	Program Only	
B Assessment	the ATI PN Capstone Comprehensive B	years July through December	2022: 53.3%	
	Predictor Proctored Assessment			

## Program Outcomes

Program Completion Rates		
Assessment Method(s)*	Data Collection &/or Assessment Frequency & Analysis Frequency	
Review of Health Services Specialists' Completion Reports Review End-of-Course Reports	Data Collection: May, August, and December Data Analysis: Annually in September	

Program Option	Standard Program Length	Expected Levels of Achievement
Traditional ADN Program	Five (5) Semesters	60% or greater completion rate
Mobility ADN Program with NUR 209	Three (3) Semesters	50% or greater completion rate
Mobility ADN Program without NUR 209	Two (2) Semesters	50% or greater completion rate
Embedded PN Program	Three (3) Semesters	60% or greater completion rate
Independent PN Program	Three (3) Semesters	50% or greater completion rate

P	Program Completion Rate – Embedded PN Program		
ELA: 60% of all s	ELA: 60% of all students who start the program will graduate within 100% of the		
	standard PN program length.		
Year	Aggregated PN Completion Rates		
2019*	60.2% (68/113)		
2020*	68.8% (86/125)		
2021	64.5% (69/107)		
2022	Data not yet available		

Program	Program Completion Rate – Traditional & Mobility ADN Programs		
ELA: 60% of all s	tudents who start the program will graduate within 100% of the		
	standard ADN program length.		
Year	Aggregated ADN Completion Rates		
2019	70.6% (108/153)		
2020	65.6% (103/157)		
2021	56.7% (76/134)		
2022	53.8% (85/158)		

\*Beginning in 2021, completion rate is calculated at 100% of standard program length. For prior years, completion rate was calculated at 150% of standard program length.

Licensure Examination Pass Rates		
Assessment Method(s)*	Data Collection &/or Assessment Frequency & Analysis	
	Frequency	
Review of Online Licensure Verification	Data Collection: Ongoing	
Review of ABN Quarterly Reports & Annual Reports	Data Analysis: Annually in September	

NCLEX-PN Licensure Examination Pass Rates – Embedded PN Program				
ELA: The mean pass rate for the thr	ELA: The mean pass rate for the three (3) most recent years will be 80% or greater for all first-time test takers.			
Year	Aggregated NCLEX-PN Pass Rate ABN Annual Report	Alabama Annual Pass Rates	National Annual Pass Rates	
2019	97.22%	94.48%	83.50%	
2020	92.31%	95.18%	83.08%	
2021	100%	94.15%	79.60%	
2022	Data not yet available	Data not yet available	Data not yet available	
Three (3) Year NCLEX-PN Mean Pass Rate from ABN Report*		96.71%		

NCLEX-RN Licensure Examination Pass Rates – Traditional & Mobility ADN Programs				
ELA: The mean pass rate for the thr	ELA: The mean pass rate for the three (3) most recent years will be 80% or greater for all first-time test takers.			
Year	Aggregated NCLEX-RN Pass	Alabama Annual Pass	National Annual	
	Rate – ABN Annual Report	Rates	Pass Rates	
2019	88.68% (94/106)	90.34%	88.18%	
2020	82.56% (71/86)	87.64%	86.57%	
2021	79.76% (67/84)	85.11%	82.49%	
2022	Data not yet available	Data not yet available	Data not yet available	
Three (3) Year NCLEX-RN Mean Pass Rate from ABN Report		83.67%		

Job Placement Rates		
Assessment Method(s)*	Data Collection &/or Assessment Frequency & Analysis	
	Frequency	
Review of Graduate Survey and/or Alumni Survey	Data Collection: Ongoing	
Responses	Data Analysis: Annually in September	
Review of Employer Surveys		
Direct Communication with Graduates		
Review of ABN Quarterly Reports & Annual Reports		

Job Place	Job Placement Rates – Embedded PN Program		
ELA: 20% or §	ELA: 20% or greater will be employed as a practical		
nurse within	nurse within one (1) year of graduation		
Year	Aggregate Job Placement Rate		
2019	80.6% (29/36)		
2020	61.1% (11/18)		
2021	72.2% (13/18)		
2022	53.9% (14/26)		

Results expressed as percentage of students and/or graduates responding

Job Placement Rates – Traditional & Mobility ADN	
Programs	
ELA: 85% or greater of graduates will be employed as	
Registered Nurses within one (1) year of graduation	
Year	Aggregated RN Job Placement Rates
2019	100% (108/108)
2020	93.3% (28/30)
2021	84.0% (79/94)
2022	91.8% (89/97)

Results expressed as percentage of students and/or graduates responding